

## THE JOHNS HOPKINS UNIVERSITY

### Response to the Black Student Union's Sixteen Issues

#### 1. Substantial increase in the numbers of Black faculty.

Success in achieving a substantial increase in the numbers of Black faculty depends on two key strategies: recruitment and increasing the national pool of Black scholars.

The President, Provost Cooper, and Deans Armstrong and Giddens have strongly emphasized with department heads and search committee chairs the need to augment the numbers of Black (and underrepresented minorities and women) applicants included in the faculty search process.

These efforts focus both on the more traditional search methods of position advertising in The Chronicle of Higher Education, Black issues in Higher Education, and relevant professional/discipline-based journals and contacting department heads for nomination suggestions, and informal networking with colleagues and leading scholars at other institutions.

A parallel effort, reflected in several of the programs listed below, focuses on expanding the numbers of Black academicians. A key element in the Hopkins strategy is to bring post-doctoral fellows and those who are close to obtaining their Ph.D.s to Homewood through a variety of programs, enhancing our ability to recruit more effectively.

#### Mellon Postdoctoral Program

PUB  
The Mellon Postdoctoral Program focuses on several disciplinary areas, such as literature and history, where there are many excellent young minority Ph.D.'s. For the next academic year (1993-94), we will identify two of these who share intellectual interests and give them two-year appointments as Mellon Postdoctoral Scholars. Each will teach one undergraduate course in their discipline and will become involved in the activities of the School. We will create a two-year program around the interests of the two scholars, involving seminars and a variety of faculty development activities. Hopkins faculty involved in the Program will gain a better understanding of the intellectual issues involved in some of these newer areas of scholarship. In the second year, two additional Mellon Fellows will receive two-year appointments, so that there will be a steady-state population of four Mellon Scholars drawn from academic areas where promising opportunities exist to recruit excellent young minority Ph.D.'s.

#### Visiting Scholars for Multicultural Courses

Arts and Sciences has begun to sponsor visiting scholars to teach courses on subjects related to race or ethnicity. Dr. Linda Williams, an African-American political scientist from the University of Maryland, College Park, is on visiting appointment this semester (Spring 1993). The course she is teaching is entitled: "Public Policy-Making in the American Welfare State," course number 190.34. Negotiations for next semester (Fall 1993) are underway.







### The Provost's Lecture Series

The Provost has established a Lecture Series to invite notable, minority scholars to the Homewood campus to deliver lectures, conduct seminars and/or colloquia, and meet with faculty and students. The disciplines concerned are open-ended and over time will include the humanities, natural sciences and social sciences. Invitations for two scholars to participate in this Series this semester have been extended.

### Symposium in African-American History

*DATES & PEOPLE*

A two-day symposium on "New Directions in the Study of African-American Slavery" sponsored by the School of Arts and Sciences and under the direction of Professor Jack P. Greene, will provide another opportunity to identify promising young African-American historians as possible candidates for future appointments. It also extends Arts and Sciences' long-standing scholarship in African-American heritage to give interested students a sense of the rich possibilities of research in this area.

### Engineering Adjunct Appointments

*FIND OUT SPECIFICS*

The G.W.C. Whiting School of Engineering is holding on-going discussions between Morgan State University and the Dean's office, to have two members of the Morgan faculty join the School as adjunct professors.

2.

The creation of a Black Studies Department, in the School of Arts and Sciences.

There are several important ways in which Black Studies can be made more visible, expanded, and given more structure. In doing so, these efforts will help place Black Studies more fully into the disciplinary mainstreams at Hopkins.

The Dean of Arts and Sciences will form a faculty committee to advise the President, Provost, and the Dean concerning curricular issues and academic programs in the areas of race and ethnicity, including Black Studies. The committee will meet with students in order to discuss issues relating to such programs. It will evaluate faculty resources both within the School of Arts and Sciences and in other divisions of the University. It will be charged with recommending actions that effectively utilize the strengths of the entire institution, and will advise the Dean concerning priorities for filling in important academic areas in which we currently lack faculty expertise. Dean Armstrong will convene the first meeting of this Committee within the next two weeks.

The committee's first two priorities will be to consider courses in specific ethnic-American areas and broader programs relating to Black studies. The courses should serve to increase opportunities for all students to learn more about the diversity of our society. The President hopes that the first of these courses can be offered in the Spring semester of the coming academic year. Consideration by the Committee of other area studies will follow. The Committee will also consider ways in which related minors can be restructured and expanded, to encompass a wider set of departments and disciplines.

The President has requested an interim report by the end of this current academic year. By January 1, 1994, the committee should report to the President concerning its timetable for addressing ethnic and regional studies.

3. The employment of a Black academic advisor in the G.W.C Whiting School of Engineering and in the School of Arts and Sciences.

As part of the agreement with Morgan State, Dean Giddens is seeking to have one of the adjunct African-American faculty serve as an advisor. It is thought a more senior person with experience would be a most effective advisor/mentor.

The School of Arts and Sciences also is aware of the need to employ a minority academic advisor in its division. Within the constraints of the budget, an advisor will be appointed within the next two years, either through a vacancy or through an expansion of the academic advising staff.

4. Black student representation on all committees involved in making important faculty and administration appointments.

Student (undergraduate and graduate) representation is included on search committees for the President, Provost, and Deans. For both conceptual and practical reasons, this student representation is not identified by or with any single group of students.

Although students are not represented on faculty promotion or search committees, both processes allow for student involvement. In promotion decisions, department chairs are specifically requested to seek and present student views on a faculty member under promotion consideration. Likewise, in the search process, prospective candidates are invited to present lectures to the involved department, thereby being open to faculty and students, who can then make their evaluations known to the search committee chairs.

All search committees for positions within Homewood Student Services (HSS) have multicultural student representation as do on-going advisory committees.

5. The employment of a Black Counselor/Advisor/Programmer for Black students.

We have been successful in recruiting a more ethnically diverse staff within Homewood Student Services (HSS) with minority appointments in Financial Aid, Visa Services, Residential Life, and Multicultural Student Affairs. The current vacancy within the counseling center will focus on the needs of the multicultural population.

6. An increase in Black graduate student recruitment and support systems.

The number of minority graduate applications in Arts and Sciences has significantly increased in all categories from last year. Last year, there were 41 minority graduate applicants; this year the number is close to 300. The minority applicant pool includes Native Americans, African-Americans, Asian-Americans, and Hispanic-Americans. Black graduate applications rose from six to 80.

We have identified eight different strategies to increase minority enrollment at the graduate level--another effort to increase the pool of Black scholars.

#### Dean's Graduate Fellowships for Minority Americans

This Arts and Sciences graduate fellowship is designed to provide opportunities for graduate studies for students belonging to minority groups that are underrepresented in various disciplinary areas. The packages cover full tuition and stipend for up to five



years, depending on the particular academic program. The Program is being widely advertised nationally.

#### Partnership Programs with Morgan State University

The Associate Dean for Research and Graduate Studies in Arts and Sciences, is working with representatives from the Morgan State University to expand our partnership with that institution, particularly in the areas of student/faculty exchanges, collaborative research, and joint B.A.-Ph.D. programs in which outstanding Morgan undergraduates will receive automatic admission to Hopkins' graduate programs after they graduate from Morgan.

#### Coordination of Departmental Efforts in Recruitment of Minority Students

In addition to some of the programs already described, the Associate Dean for Research and Graduate Studies is coordinating departmental graduate recruitment in the following areas:

- (1) participation in "graduate fairs" and regional/national meetings attended by large numbers of minority students and faculty,
- (2) establishment of departmental contacts with the top 50 institutions producing the largest number of minority graduates in disciplines relevant to Hopkins,
- (3) development of ties to "honors programs" for minority students at local institutions such as Coppin State College and UMBC, and Towson State University,
- (4) collaboration with the Homewood Undergraduate Admissions Office, Office of Multicultural Affairs, and the School of Engineering in preparing recruitment brochures, and visitation programs for minority students.

#### National Consortium for Graduate Degrees for Minorities in Engineering and Science, Inc. (GEM Fellowships - School of Engineering)

GEM is a privately funded non-profit organization whose mission is to increase the pool of Black engineers. Annually it sends a list of students who are approved by GEM to the Associate Dean of Engineering, who, in turn, sends copies to department chairs. When a student receives a GEM Fellowship, the student notifies the Associate Dean, who sends out a congratulatory letter and forwards a copy to the department.

"GEM M.S." pays a student a stipend (currently \$3,000 per semester, and a small amount toward tuition for up to three semesters). The Dean's office will pay the tuition balance each semester.

"GEM Ph.D." pays a student a \$12,000 stipend and about one-third of JHU tuition for the first year. Thereafter, all tuition and stipend (which must be at least \$12,000 per year) costs must be paid by the University for up to four additional years.

#### National Physics Science Consortium (NPSC)

The NPSC fellowships are for women and minorities. NPSC supplies a full stipend for up to six years. The Engineering Dean's office pays tuition for the first year (departments are responsible thereafter).

Students may apply for these fellowships by identifying themselves to the Dean's office. Admissions decisions are made by the departments.

Morgan State University (MSU) - 2 graduate students/year

The Associate Dean for Engineering communicates with the Assistant Dean of Engineering at MSU to inform him of these two positions and to ask him to encourage qualified people to apply.

Full tuition waivers are provided for two entering MSU students each year, (three semesters for M.S., five years for Ph.D.). Recipients are selected by the Engineering Dean's office from nominations submitted by the departments.

Minority Fellowships - 2/year

The Engineering Dean's office provides full tuition and \$3,000 per year stipend to two entering Ph.D. students a year, competitively selected by the Dean's office, whose support would be a maximum of three years. Students must be African Americans, Latino Americans, or Native Americans.

*WAIT & SEE*  
The graduation requirement, for all undergraduates, making it mandatory to successfully complete one Black studies course.

Program, degree, and graduation requirements are determined by faculty. Except for certain types of course and sequence requirements, usually in relation to professional or technical disciplinary areas, the Hopkins faculty have traditionally (and deliberately) avoided the imposition of overarching course-graduation requirements.

As noted earlier, (in reference to Issue 2), ways are being sought to expand and restructure offerings in race and ethnicity, including Black, Hispanic, and Asian Studies. There are now a number of first-rate courses in this area, not only in Arts and Sciences, but also in Continuing Studies.

*WHAT'S SCOOP - ASK BENEDICT*  
The creation of an advisory committee to be composed of employees of the auxiliary enterprises companies, that will ensure that these employees receive fair treatment by the University and by their direct employers.

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Auxiliary enterprises are contracted services provided by companies outside the University. The Director of Auxiliary Enterprises is meeting with the Directors of auxiliary services to urge outside contractors to develop specific means to receive input from their employees. Also, the campus-based employees of these companies will be provided the opportunity to voice their concerns or problems directly to the University's Department of Human Resources. The Department of Human Resources, in turn, will be responsible for directing these concerns to the companies and for following up on the remedial action. As contracts expire and come up for renewal, we will urge these auxiliary services to ensure appropriate input from their employees.

In addition, a diversity training program has been designed and implemented for all auxiliary employees.

At the request of the Black Student Union and others, athletic facility privileges and library privileges have been extended to the contract services employees.

Athletic Center privileges also have been extended to employees of Seilers, the Johns Hopkins Club, the bookstore and the bank. The Athletic Center has created an on-going advisory committee which will make recommendations regarding usage, guest policy, fees, and other issues related to the Athletic Center. Lee Rodrigue and Nicole London are the undergraduate representatives.

9. Protection of the interests of Black students, in the University and in the city of Baltimore.

The Homewood Campus Security Department and members of the Administration are especially sensitive to the security needs of all students and to the special concerns of Black students.

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#### Security Meeting with the Northern District, Baltimore City Police Department

A meeting has been arranged by Security Director, Ron Mullen, with representatives of his department, the Northern District's Commander, the Black Student Union, and other interested students. This meeting will include discussions on student concerns and observations related to security in the Homewood area and the City. (N.B.: The Commander of the Northern District has been out due to medical reasons and is expected back shortly. The meeting is expected to be held within the next two weeks.)

The Security Department has established a procedure to collect information on all hate crimes which may be reported to the Northern Police District. This information will be promptly provided to the campus through the News-Letter and memoranda directly to student organization leaders. This is in addition to the community crime information regularly obtained from the Northern District by the Security Department for promulgation via the News-Letter, the Gazette, and Security Bulletins and Alerts.

#### Orientation

Homewood Student Services and the Homewood Campus Security Department have agreed that the Director of Security and his staff will be appropriately involved in the orientation session to highlight issues of safety for our students. HSS specifically intends to include a session with the Security Department with minority students who come to the Homewood campus as part of the Summer Scholars Institute. Accordingly, Dr. Janet Moore will coordinate this program with the Homewood Security Department.

Two student committees, one in Arts and Sciences, the other in Engineering, are paying particular attention to minority concerns among students. They are:

#### Committee on Multicultural Student Concerns: Arts and Sciences

Each of the ethnic student organizations on campus was invited to nominate a member to serve on a committee to advise the Dean on issues related to minority student concerns. Thirteen members representing such organizations as the Black Student Union are part of that on-going Committee.



### Student Advisory Committee: Engineering

There is, in Engineering, a Student Advisory Committee comprised of heads of all honor societies and heads of minority groups - particularly HOMES (Hopkins Organization for Minority Engineers and Scientists) and SWE (Society of Women Engineers).

#### 10. Improved community relations through educational, social, and financial programs.

A number of programs have been offered this year of an educational and/or social nature, one aim of which is to improve community relations. Such things as the first Martin Luther King Symposia with Arun Gandhi and Sonia Sanchez, and the Archbishop Desmond Tutu program were free, open to the public, and heavily advertised in the community.

The Garrison "Back-to-School, Stay In School" program has grown. The Office of Multicultural Student Affairs (MSA) has hired two additional coordinators to assist the enormous effort of tutoring, mentoring, and providing social and educational programs offered to the more than 75 student participants from Garrison Middle School.

In addition, MSA has offered several lectures at local middle schools and presented several diversity seminars, including one at the National Society of Black Engineers National Conference and three at Homewood.

### Community Outreach Committee

— WHAT'S OP, WHAT'S NEW

A Community Outreach Committee has been established to facilitate relations of mutual assistance and regard with the surrounding community, lending Hopkins' expertise and support to create and develop a cycle of programs to meet the community's needs. The Committee's standing membership consists of Homewood Schools faculty; staff from campus, university, and liaison offices; and students representing the three major ethnic groups of African, Asian, and Hispanic Americans. Initiated by the School of Arts and Sciences, it is now chaired by Dr. Janet Moore.

We have no financial programs per se.

— SUPPORTED

### East Baltimore Initiative

The Hopkins Institutions have been very active in responding to the educational, social, and health care needs of East Baltimore communities. Some examples are:

1) Hopkins' relationship with Dunbar High School extends over more than a decade. Dunbar is a city-wide magnet school for students interested in biomedical science and the health professions. The Hopkins/Dunbar program seeks to inspire and prepare young students for careers in the health professions.

2) Beginning in 1988, the Hopkins Institutions launched an impressive and important array of new health care and community development initiatives when the Johns Hopkins Health System, the Middle East Community Organization, and the Enterprise Foundation formed the Middle East Partnership. The primary goal of the Partnership is to develop low-income rental and home ownership properties. More than 200 properties owned by the Partnership are now in various stages of construction or renovation. The Partnership

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also supports an adult literacy program and a support and training program for young parents known as the Family Life Center.

3) In 1989, Hopkins teamed with a committed group of local clergy call Clergy United for the Renewal of East Baltimore (CURE) to establish an innovative, high-profile community health care initiative: the **Heart, Body and Soul** program. This program was created to address the special health care needs and problems of East Baltimore. It began by involving more then 200 local churches in targeting more then 150,000 people for screening and counseling on high blood pressure, diabetes, obesity, high cholesterol, alcohol abuse, and smoking. The program has recently added low-cost screening for breast and cervical cancer as well as for vision problems.

4) In September 1991, the Office of Community Health (OCH) was established as part of the Johns Hopkins initiative. This office links the East Baltimore Community to staff within the Johns Hopkins Medical Institutions (JHMI) who organize community programs. The mission of this office is to work in partnership with the East Baltimore community to reduce health problems, increase access to JHMI services, ensure community involvement in all levels of health planning, sustain effective community programs, and serve as an information clearing house on existing programs and resources.

*WHAT'S UP*  
Free tuition and transportation for students who want to attend classes geared towards Black Studies at area schools that are not included in the Consortium.

Morgan State University is included in the Consortium -- (in addition to Morgan, Towson State, Loyola, Notre Dame, Baltimore Hebrew, and the Maryland Institute are members). Students are eligible to take one course/semester at these institutions, free of charge. Associate Dean Martha Roseman is currently seeking to add UMBC to the Consortium. For the past two years, the Dean of Students' Office has provided transportation to these schools on an ad-hoc basis. If transportation is an issue for students wishing to take classes at one of these schools, students should make arrangements with either the Dean of Students Office or the Office of Multicultural Student Affairs.

12. An increase in the funding of Black student groups.

The offices of the Dean of Homewood Student Services, Dean of Students, and Multicultural Student Affairs have traditionally been supportive of student organizations and their funding needs. This year, these Homewood Student Services offices have made significant strides in increasing financial support to multicultural groups on campus. There has been approximately \$21,000 in **additional funding provided for African-American Student Groups** this year. This includes the following:

1) the Black History Celebration, which covered the Martin Luther King, Jr. Symposia with Arun Gandhi and Sonia Sanchez and includes extra funding for the Cultural Festival Dinner.

2) the purchase of a computer and TV/VCR for the Black Student Union, and the installation of an office phone in the BSU office. (The monthly phone charge is being covered by the Dean of Students' Office.)

3) provided the NAACP with a budget of \$1,400 and provided funds for the NAACP Newsletter.

- 4) provided HOMES/NSBE with funds to help defray their cost in attending the NSBE 1993 National Conference.

The Dean of Homewood Student Services has specifically provided funding to the following organizations for the described functions, this year:

- 1) the MLK Symposium speaker series, and Arun Gandhi's speech.
- 2) helped support Alpha Kappa Alpha financially during AKA Week.
- 3) provided funds for Cultural Festival week.
- 4) sponsored Halloween treats for the middle school students involved in the Garrison Project.

The Office of Multicultural Student Affairs has provided financial support of approximately \$9,000 for the following:

- 1) a variety of programs that have been coordinated/co-sponsored by BSU, BGSA, DSA, and AKA since July, 1992.
- 2) printing costs of the following student publications: Perspective, NAACP Newsletter, and The Bulletin. N.B.: The Bulletin has been funded by the Office in the past.
- 3) the costs of xeroxing and paper needed for advertising special events of BSU, BGSA, DSA, and AKA.
- 4) the showing of the video conference: "Beyond the Dream V."
- 5) total printing and postage costs for the Black History Celebration posters, programs, flyers, and tickets.
- 6) receptions following the MLK Symposia and the Larry Hill reading.
- 7) transportation, lodging, decorating, and security for the MLK Symposia.
- 8) dinner meetings with Gandhi and Sanchez with student groups.
- 9) an award for an essay contest sponsored by Alpha Phi Alpha.
- 10) tickets and contributed food to the African Heritage Dinner.
- 11) a portion of the cost of the Step Show, the cost of bringing ten teenagers to the Show from a local group home, and security for the Show.
- 12) refreshments for several BSU and BGSA meetings.
- 13) incentives and rewards to Garrison students.
- 15) awards certificates for the MLK Student Service Awards.



In addition to support from HSS, HOMES/NSBE has received \$2,700 in funds from the School of Engineering Dean's Office to help defray their cost of running the chapter. This includes telephone service, sponsoring a regional conference, and helping defray their costs for attendance at the NSBE 1993 National Conference.

43. The construction of an outdoor athletic facility that is free and open to the public.

PLAYGROUND  
The University is committed to constructing an outdoor basketball court on the Homewood campus, to be ready by September 1, 1993.

44. An indepth letter from the President of the University, to the Baltimore Sun, News-Letter, and Gazette, decrying the 400 years of total and absolute mistreatment, degradation, and oppression that Blacks have suffered, and pledging Hopkins' full and active support in efforts to right the past and present wrongs that have prevented Blacks from enjoying full and complete citizenship in the community of humankind.

President Richardson did issue a letter stating his personal feelings about oppression and about the values that he espouses and that are fundamental to the Johns Hopkins University. The letter was published in the News-Letter and the Gazette. It was sent to the Baltimore Sun but was not published.

15. Monthly written progress reports listing the University's progress in meeting these demands. ACC

16. Written acknowledgements of agreements that are made, to be sent to the Black Student Union within two days of their occurrence.

STILL  
WANT  
15&16: It was agreed at the meeting of the Provost and the Deans, with representatives of the BSU, that that group would meet three times a year, and that written summaries of those discussions would be issued under the aegis of the Provost. These decisions were conveyed to the Black Student Union leadership last month in a letter from Provost Cooper.

In addition, regular meetings have been held by the Deans and their advisory committees, as well as between staff of Homewood Student Services and the Black Student Union, among other student groups.

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